

CHARLES T.(Ted) SCHMIDT, JR.

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NMB Arbitration Panel Resume

Present Occupation: Arbitrator/Mediator/FF; Prof./Director Emeritus Labor/IR/HRM..URI

First Business Address: (Home Office)

60 Fleetwood Drive
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Second Business Address

5 Hannah Currier Circle
Amesbury, Ma 01913
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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators

ILR Alumni Association/Cornell Univ.

Industrial Relations Research Association

International Industrial Relations Association

International Society of Labor Law & Social Security

EDUCATION:

PHD Labor & Industrial Relations

Michigan State University/College Soc. Science 1968

MILR School of Industrial & Labor Relations

Cornell University 1964

MBA College of Business

Northeastern University 1962

BS College of Arts/Science

University of Massachusetts/Amherst 1958

CERTIFICATIONS:

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1966-Present: Arbitrator, Mediator & Fact-Finder in grievance & interest disputes in both the private & public sectors. (AAA, FMCS & State Panels). Dr. Schmidt is the founding Director of the Charles T. Schmidt, Jr. Labor Research Center (1983) and Professor Emeritus of Industrial Relations at the University of Rhode Island (1968). Earlier, from 1964-68 he was a member of the faculties of the School of Labor & Industrial Relations/Michigan State University & the University of Minnesota's Industrial Relations Center. From 1975-78, on leave from URI, he served as a Senior Technical Advisor and "Expert" in Industrial Relations to the Government of Zambia under the auspices of the International Labour Organization/United Nations in Zambia & Geneva. And, from 1958-62, he was Manager of Compensation & Labor Relations at the Raytheon Company Operations in Norwood, Massachusetts.

INDUSTRIES:

Aerospace, automotive, bakery, beverage brewery, chemicals, clothing, communications, construction, education, electrical equipment, electronics, federal government, glass/pottery, health care, hotel, hospital/nursing homes, iron, library workers, machinery, metal fabrication, municipal government, nuclear energy, office workers/clerical, petroleum, pharmaceuticals, plumbing, police/fire, printing/publishing, prison guard, pulp/paper, restaurants, retail stores, rubber/tire, shipbuilding, state government, steel, stone/quarry, textile, transportation, trucking/storage, utilities, warehousing, university/college.

ISSUES:

Affirmative action, absenteeism, arbitrability, bargaining unit work, conduct/off-duty, demotion, discipline/non-discharge, discrimination/disability/race/religion, drug/alcohol offenses, fringe benefits/holidays/insurance/leave/vacation, grievance mediation, health/hospitalization, job performance, job posting/bidding, jurisdictional dispute, layoffs/bumping/recall, management rights, official time, past practices, pension & welfare, promotion, retirement, safety/health, seniority, sexual harassment, strikes/work stoppages, subcontracting/contracting out, wages/cost/holiday/incentive/class & rates/overtime/vacation, work hrs./schedules/assignments, working cond/orders, violence/threats.

PERMANENT PANELS: (Past & Present)

Gen. Dynamics/Metal Trades; AFGE/Social Security; NTEU/US Customs; Project Labor Agreements (Boston Harbor Project, Logan Airport Project, Braintree/Weymouth Project, Walnut Hill Project, Adriaen's Landing Project); RI Hospital/Teamsters (disciplinary); RI Hospital/United Nurses & Allied Prof.; Labor Dispute Mediation Panel/State of CT/Edu.

ARBITRATION ROSTERS:

FMCS; AAA; NMB; Several States (past/present).

PUBLISHED CASES:

I have not kept records of cases published; but, both AAA & BNA have published several of my awards in the past. I have neither requested the party's permission to publish nor submitted cases for publication in perhaps the past 10 years. Permission logistics became too time consuming.

SIGNIFICANT PUBLICATIONS:

My past writings have been published, inter. alia. within the Monthly Labor Review, the Labor Law Journal, and the Proceedings of The Society of Professionals in Dispute Resolution, the Association of Labor Mediation Agencies, and the Industrial Relations Research Association.

FEES:

PER DIEM FEE: \$800

DOCKETING FEE: \$0

CANCELLATION FEE: (see below)

The fee is \$800 per day based upon a normal 10am-5pm hearing day or equivalent (including lunch). Additional hours beyond normal hearing day @ \$125/hour. Travel billed @ \$125/hour in excess of 3 hours round trip. Expenses billed at cost, meals billed only if overnight required, mileage @ \$0.35/per mile plus tolls & parking. Mediation fees: \$125/hour per session, plus any required prep. study (\$800 minimum per session). Per Diem charged for each day of scheduled hearing if cancellation/postponement occurs within 14 CALENDAR DAYS of scheduled hearing.

December, 2002